

TUBA CITY REGIONAL HEALTH CARE CORPORATION
Job Description

SPEECH PATHOLOGIST			
Date: October 14, 2005		Department: Speech Pathology/ OT	
Reports to: Speech Pathology Supervisor		FLSA: Non Exempt	
Human Resources Review:		Approved by:	
<i>(Signature of file)</i>		<i>(Signature on file)</i>	
Signature	Date	Signature	Date

POSITION SUMMARY

The purpose of this position is to provide diagnostic evaluation and therapeutic services for pediatric (ages birth to five years as well as school age children with augmentative and communication/assistive technology or feeding/swallowing needs and adult patients with language, articulation, voice, swallowing, fluency problems.

QUALIFICATIONS

MINIMUM MANDATORY QUALIFICATIONS

Education:

- Masters Degree in Speech Language Pathology
- Certificate of Clinical Competence in Speech Pathology from the American Speech and Hearing Association
- State License through Arizona Department of Health Services

Experience:

- Inpatient and Outpatient Hospital Experience with both adult and pediatric populations
- Clinical experience in the diagnosis and treatment of communication/swallowing problems associated with adult neurological deficits
- Clinical experience in the diagnosis and treatment of fluency and voice problems
- Clinical experience in the diagnosis and treatment of pediatric language, speech, voice, fluency, oral-motor and feeding delays and problems.

Other Skills and Abilities:

A record of satisfactory performance in all prior and current employment as evidenced by positive employment references from previous and current employers. All employment references must address and indicate success in each one of the following areas:

- Positive working relationships with others
- Possession of high ethical standards and no history of complaints
- Reliable and dependable; reports to work as scheduled without excessive absences.

Skill and ability to work with other health care providers in order to provide effective multidisciplinary treatment plans for patients

Skill and ability to provide individual and family counseling to educate patients/family re: communication/feeding assessment/treatment issues and increase effective patient communication/feeding

Knowledge of the implementation/interpretation of videofluoroscopies of swallowing

Knowledge of augmentative communication systems

PREFERRED QUALIFICATIONS

Experience:

- Clinical experience in the use of augmentative communication systems
- Clinical experience in the implementation/interpretation of FEES/laryngoendoscopy
- Clinical experience in the implementation/interpretation of videofluoroscopy of swallowing

Other Skills and Abilities:

Ability to speak Navajo

ESSENTIAL FUNCTIONS

1. Independently provides diagnostic, evaluation, and therapeutic services to inpatients and outpatients who have been referred by health care providers due to a concern about possible communication deficits or feeding/swallowing problems
2. Treats seriously impaired who have been determined to have deficits in the areas of language comprehension and/or expression, speech sound articulation, voice production, fluency or feeding/swallowing
3. Counsels patients and family members regarding patient's status and ways to facilitate more effective communication or eating in the home, school, work or community setting
4. Consults and collaborates with other health care professionals to develop appropriate and comprehensive health care plans for patients who have communication and/or feeding problems
5. Participates in specialty clinics, e.g. Functional Clinic, Cleft Palate Multidisciplinary Team Clinic as assigned
6. Performs videofluoroscopies and/or endoscopies of swallowing once appropriate level of clinical expertise obtained
7. Provides aural rehabilitation/hearing aid orientation to patients with new hearing aids as appropriate
8. Provides augmentative communication evaluations as well as treatment of patients with augmentative communication needs
9. Provides in-services for health care provider staff as well community organizations regarding relevant topics in communicative and/or feeding disorders among infants, children and adults
10. Serves on hospital committees and multidisciplinary teams as assigned with participation in departmental quality assurance activities
11. Supervises and precepts graduate students of speech pathology during clinical practicums
12. Other duties may be assigned

PROBLEM SOLVING

Knowledge of and experience in evaluation and treatment of communication disorders; Excellent interpersonal and communication skills to relate effectively with patients, families and health care providers; Experience and strong ability to adapt to patient's needs, skills and hospital/home environment within a session as well as to develop an effective treatment plan; Strong verbal communication skills as well as report writing skills; Ability to provide compassionate and professional health care

MENTAL AND PHYSICAL EFFORT

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Physical:

The work requires lifting and positioning of patients during assessment, treatment and procedures. The work also requires the ability to position and hold an endoscope appropriately for patient comfort and effective visualization. The work may require specific, but common physical characteristics and abilities

Mental:

Must be able to prioritize, use good judgment and be flexible in carrying out clinical duties.
Must be able to handle a clinical inpatient and outpatient caseload

IMPACT

This position has a very high impact on the provision of clinical evaluation and treatment services.

NAVAJO/INDIAN PREFERENCE

TCRHCC is located within the Navajo Nation and has implemented a Navajo/Indian Preference in Employment Policy. Pursuant to this Policy, applicants who meet the minimum qualifications for this position and who are enrolled members of the Navajo Nation or another federally-recognized Indian tribe will be given preference in hiring and employment for this position.

APPLICATION DECLARATION

I have read the qualifications and requirements for the position of Speech Pathologist. To the best of my knowledge, I believe I can perform these duties.

Employee Name (PRINT): _____

Employee Signature: _____ Date: _____